



Employment First in Nevada

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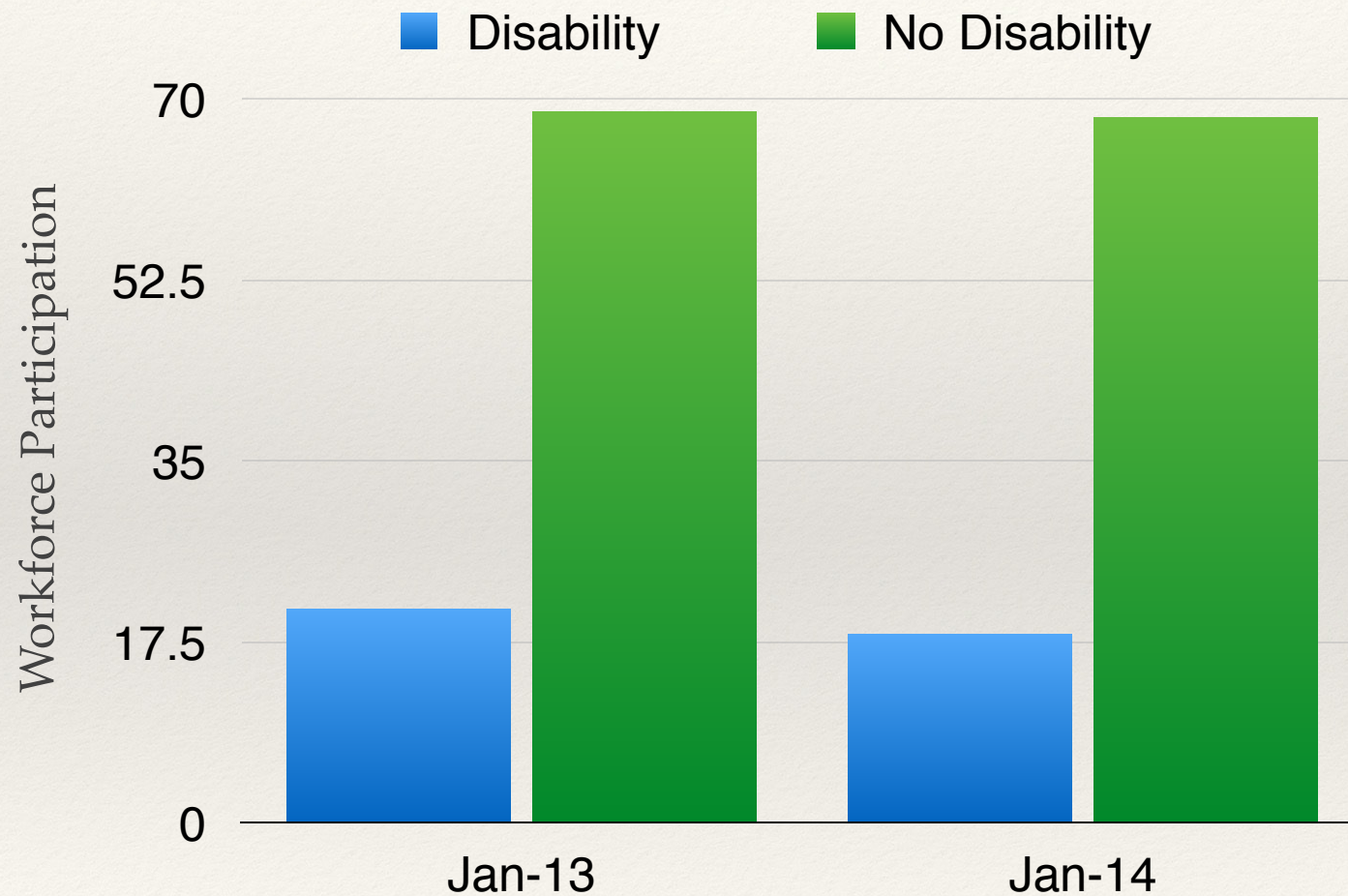
Sherry Manning

Nevada Governor's Council on
Developmental Disabilities

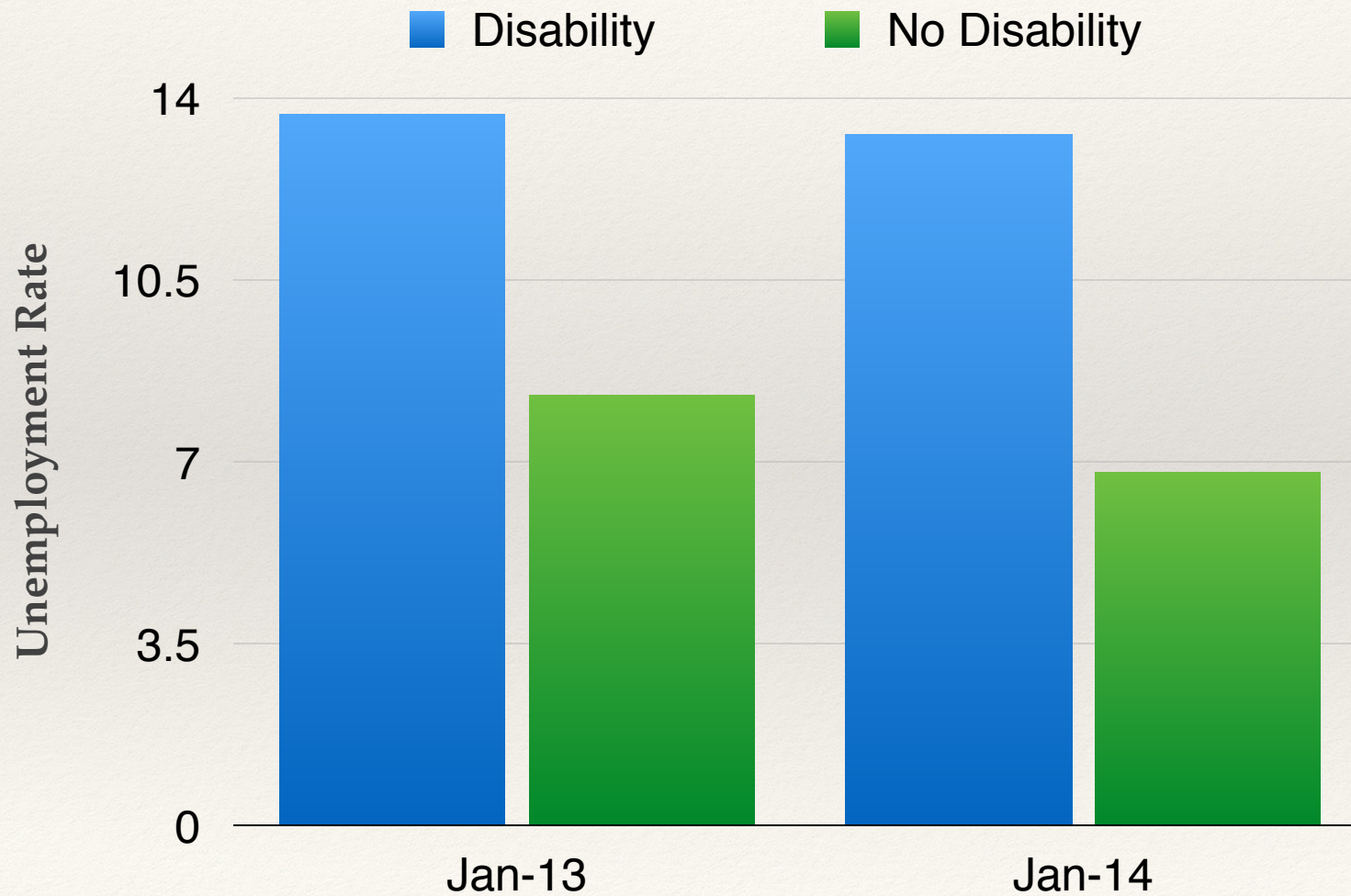
Employment First Snapshot

- ❖ **Definition:** *Employment in the general workforce is the first and preferred outcome in the provision of publicly funded services for all working age citizens with disabilities, regardless of level of disability. The expectation is that people work.*
- ❖ **Why is Employment First important in Nevada?**
 1. Statewide collaboration since 2010- Look at the data
 2. Return on Investment
 3. Quality of Life
 4. Business Benefits
 5. Department of Justice (1999 S.C. Olmstead decision) pressure

Employment Data Snapshot



Unemployment Data Snapshot



Why Nevada?

- ❖ Extensive community collaboration since 2010
- ❖ Return on Investment
- ❖ Quality of Life Outcomes
- ❖ Business Benefits with Dedicated Employees
- ❖ U.S. Department of Justice Pressure (Olmstead, 1999)

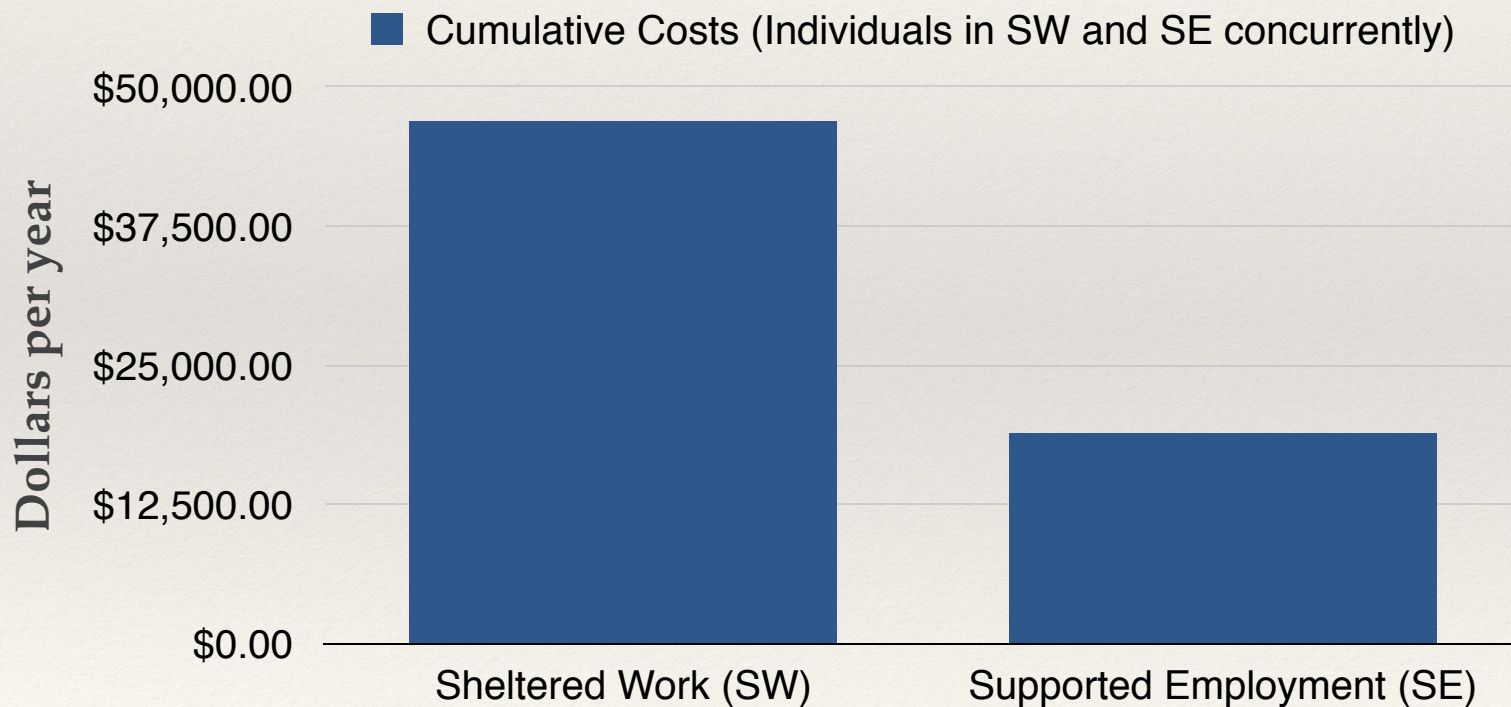
Extensive Community Collaboration: Employment First Partners

- ❖ Bureau for Vocational Rehabilitation (BVR)
- ❖ Aging and Disability Services Division (SRC)
- ❖ Nevada Center for Excellence in Disabilities (NCED)
- ❖ Nevada Governor's Council on Developmental Disabilities (NGCDD)
- ❖ Nevada Disability and Advocacy Law Center (NDALC)
- ❖ Nevada Department of Education (NDE)
- ❖ Washoe, Clark, and other Nevada School Districts
- ❖ American Civil Liberties Union (ACLU)
- ❖ NV Centers for Independent Living (CILs)
- ❖ Nevada PEP
- ❖ People First of Nevada
- ❖ Opportunity Village, Ruby Mountain, and other facility-based programs

Return on Investment (ROI)

Cumulative Cost Comparison

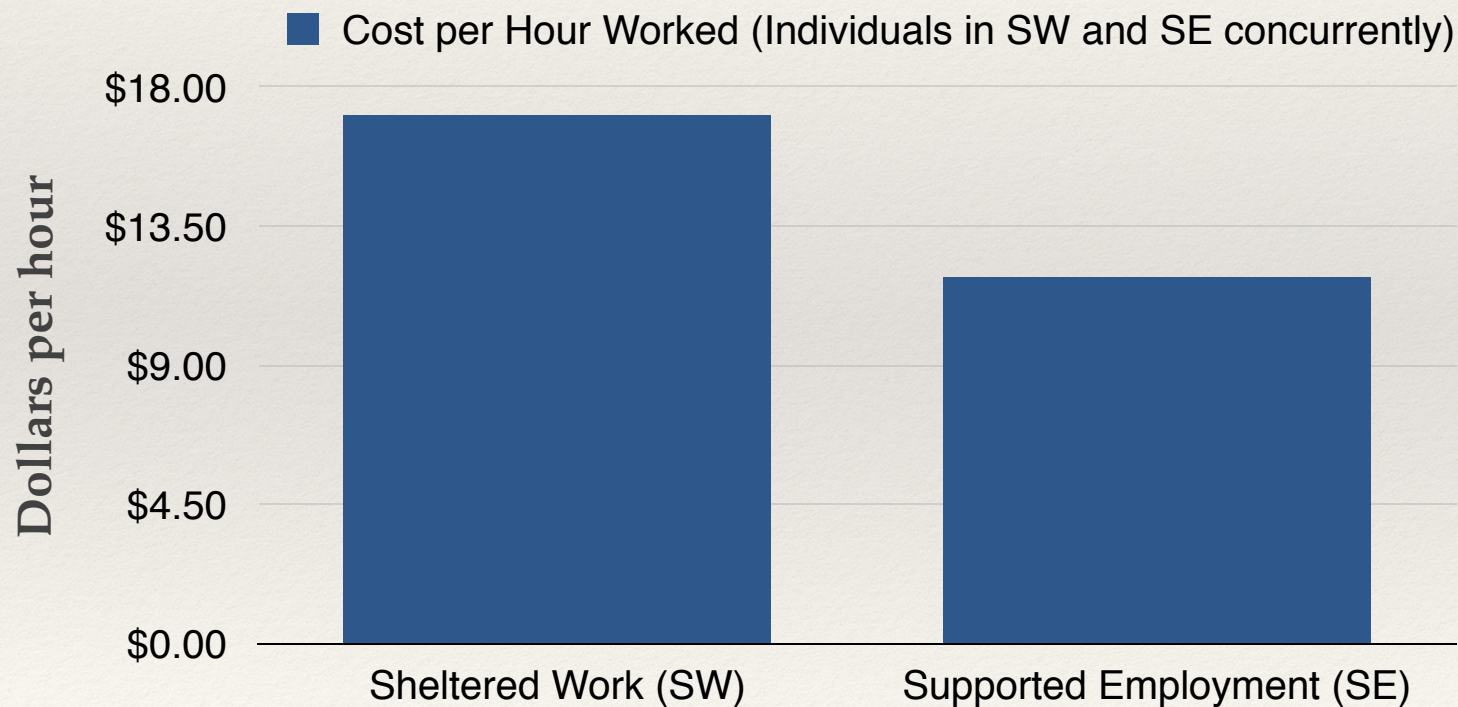
What are the costs: Sheltered Work (SW) vs. Supported Employment (SE)?



Return on Investment (ROI)

Cost Per Hour Comparison

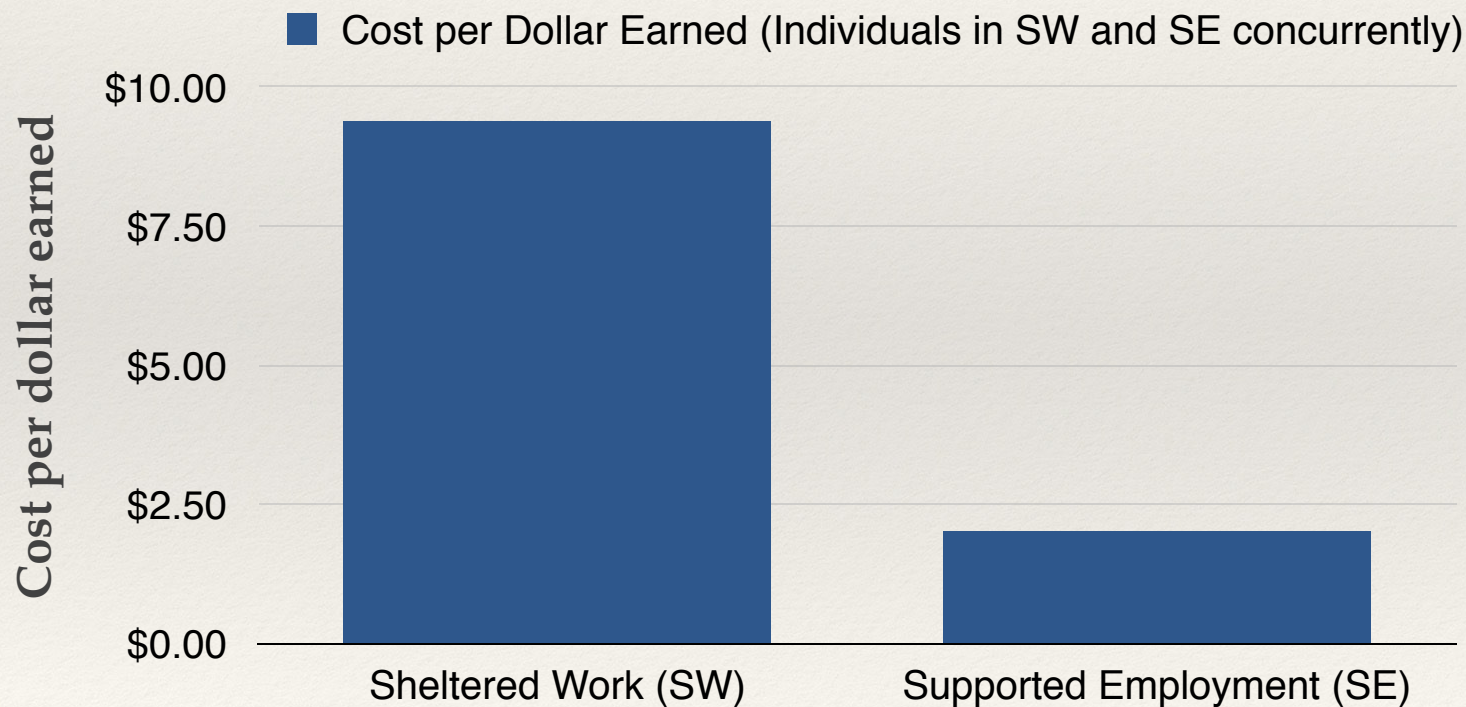
What are the costs: Sheltered Work (SW) vs. Supported Employment (SE)?



Return on Investment (ROI)

Cost per Dollar Earned

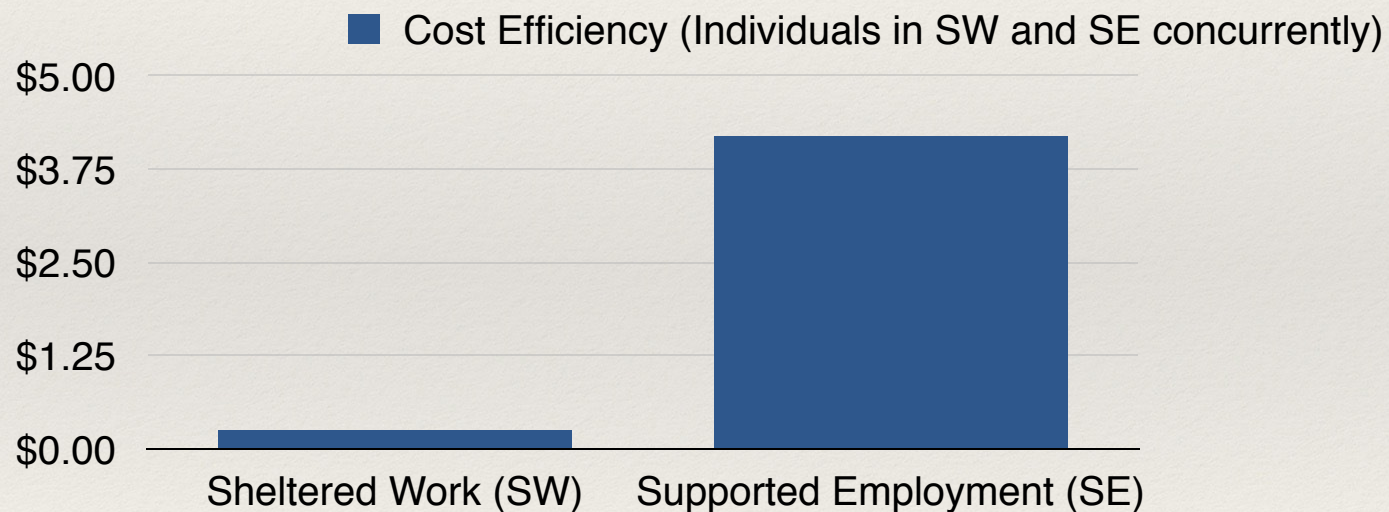
What are the costs: Sheltered Work (SW) vs. Supported Employment (SE)?



Return on Investment (ROI)

Is Supported Employment More Cost Efficient?

What are the costs: Sheltered Work (SW) vs. Supported Employment (SE)?



Regardless of disability or its severity, SE has a better ROI than SW

Quality of Life Outcomes

2012 A NEVADA "EMPLOYMENT FIRST" OUTCOME 2013

GLENN SCHLEMMER



GLENN BUSY AT ARROW ELECTRONICS AS A "PICK RUNNER" AND WITH FRIENDS

A new life for Glenn at Arrow Electronics

This is an amazing story of a determined and hard working young man that transitioned from a sheltered workshop in Nevada to a community-based competitive job. Glenn said, "I just want to be respected and make some good money". The *Customized Employment*

Project, or a collaboration between BVR, the Nevada Center for Excellence in Disabilities (NCED) and Developmental Services helped him. The NV Governor's Council paved the road with an "Employment First" agenda and support for policy change. Glenn's

paychecks went from \$40/week to \$400/week, he met his girlfriend at work, and will be getting off of Social Security. He also boasts too of his new cowboy boots and 36" flat screen TV where he plays all his video games. Life is good & the sky is the limit for Glenn!



PROUD AND HAPPY



SHOWING HIS PASSION



ONE OF MANY FRIENDS

2012 A NEVADA "EMPLOYMENT FIRST" OUTCOME 2013

STACY BACHTELL



STACY GIVING PASTRY SAMPLES AT THE UNIVERSITY OF NEVADA (UNR) STARBUCKS STUDENT UNION

Paid for her passion to clean at Starbucks

Stacy was "volunteering" as a cleaner in an elementary classroom and a retail business in Reno... for years. She said she "loves to clean and help others" so didn't complain. Others felt she should be paid for her efforts, at least minimum wage. The *Customized Employment*

Project, or a collaboration between BVR, the Nevada Center for Excellence in Disabilities (NCED) and Developmental Services helped to turn her passion into a paycheck, in Starbucks. The NV Governor's Council paved the road with an "Employment First"

agenda and support for policy change. She earns \$8.50/hr, is well respected, takes the public bus to work, and has a large crew of natural supports. She is now living independently, participating in community-based social/recreation programs and now working at UNR!



ONE OF MANY FRIENDS



TRUE INCLUSION



NATURAL SUPPORTS

Nevada Governor's Council on Developmental Disabilities

The Nevada Governor's Council on Developmental Disabilities (NGCDD) believes that individuals with developmental disabilities who can and want to work should have access to the resources and supports necessary to gain and maintain meaningful community-based employment.



NGCDD Taking Action:

1. Funded Business Leadership Network 2007-09
2. Funded 2010 Employment Policy Summit
3. Funded Post-Summit Workgroups
4. Funded SELN in NV since 2009
5. Funded WCSD Community-Based Career Exploration Summer Camps
6. Organized the Employment First Ad Hoc Committee

Business Benefits

- ❖ Diversity in the workforce
- ❖ The largest untapped population of potential employees
- ❖ Customers more likely to patronize businesses where people with disabilities are working
- ❖ Research outcomes on employees with disabilities*
 - ❖ As productive as non-disabled
 - ❖ Less turnover, longer retention
 - ❖ Fewer accidents
 - ❖ Less workers compensation claims

**Safety Management-June, 2012*

U.S. Department of Justice

Violation of Olmstead (1999 S.C. Decision)

- ❖ Oregon class-action lawsuit (Lane vs. Kitzhaber)
- ❖ Rhode Island violating Title II of ADA
- ❖ Commonwealth of Virginia
- ❖ When will the DOJ visit Nevada?
- ❖ What is the position in Nevada on Integrated Employment?

Characteristics of Success

- ❖ Measurable outcomes for persons with disabilities earning minimum wage or higher
- ❖ Greater opportunities for self-employment
- ❖ Integrated employment included as a life goal
- ❖ Young people have work experiences similar to their peers
- ❖ Employers value diversity and hiring efforts of persons with disabilities becomes a standard practice

Where do we go?

A call to action includes:

1. Develop an Employment First Task Force
2. Committing to an Employment First philosophy
3. Designing an “Employment First” state position
4. Support for SELN, APSE, and other national Communities of Practice support networks